

~~CONFIDENTIAL~~

19547

File No. S-158 / 1 / 40247
123476

C CLASS

P. W. DEPARTMENT
BRANCH

Subject:— efficiency Bar.
Crossing of —

CHE 100

p. 71

File No. S-158 / 1 / 40247
123476

Std. Sect. Slip 24 A

DOCKET SHEET

Subject:— *Crossing of Efficiency Bar*
Mr. K. J. Mohite,
offg. Ex. Engr.

File No. *S-158/1/5881*
P.W. **DEPT.**
E(I) **BRANCH.**

References:—

Date.	To whom sent.	Notes and instructions.
16.2.53	C.C.	Pt. Pass on - no. with P.C.S. 1) 16/4/53

Letter.

No. 3519 of 1948,
P.W.D. Eastern Circle Office,
Sholapur: 9th August 1948.
June

To

The Accountant General,
B O M B A Y.

Subject:- Crossing of efficiency bar

Mr. K.J.Mohite reports that he has been working as Officiating Executive Engineer in the Division, from 24.4.1947 vide Political Department (Public Works) Notification 11717 dated 2.4.1947. He was drawing Rs. 660/- per Month in the B.S.E. Scale for Assistant Engineer prior to his taking over the charge of the Division and that he has been allowed by you to draw Rs. 660/- Per Month from 24.4.1947.

2. Mr. Mohite has completed one year's officiating Service as Executive Engineer on Rs. 660/- per Month and thinks that an increment is due to him in that scale, thereby raising his pay from Rs. 660/- to Rs. 700/- per month from 24.4.1948. As the B.S.E., Class I Scale however prescribes an efficiency bar @ Rs. 660/-, he has requested me to move Government to allow him to cross the efficiency bar @ Rs. 660/- in his case from 24.4.1948.

3. Mr. Mohite has not been a holder of a permanent Post in the B.S.E. Class I Scale and so the question of his crossing the efficiency bar does not arise, but as officiating service counts for increment in that scale Mr. Mohite on completion of one year's service can be allowed to draw the normal increment raising his pay to Rs. 700/- from 24.4.1948. If this view is correct the necessary salary slip may be issued to Mr. Mohite direct under intimation to this Office.

4. If you however consider that the efficiency bar in the B.S.E. Class I Scale does hold good in the case of officiating service of Mr. Mohite and that Government sanction is necessary to allow him to draw pay @ Rs. 700/- per month from 24.4.1948. I may kindly be informed accordingly.

Sd/- S.K. Karandikar.
Superintending Engineer,
Eastern Circle.

True Copy
K. S. Chavhan
Head Clerk 17/8/48
7
Superintending Engineer,
Eastern Circle, Sholapur

Kamath. 17.8.

Letter.

No. 3519 of 1948,
P.W.D. Eastern Circle Office,
Sholapur: 9th August 1948
gme

To

The Accountant General,
B O M B A Y.

Subject:- Crossing of efficiency bar.

Mr. K.J. Mohite reports that he has been working as Officiating Executive Engineer, Satara Division, from 24.4.1947 vide Political and Services Department (Public Works) Notification No.S.90-1/- 11717 dated 2.4.1947. He was drawing Rs.630/- Per Month in the B.S.E. Scale for Assistant Engineers prior to his taking over the charge of that Division and that he has been allowed by you to draw Rs.660/- Per Month from 24.4.1947.

2. Mr. Mohite has completed one years' officiating Service as Executive Engineer on Rs.660/- Per Month and thinks that an increment is due to him in that scale, thereby raising his pay from Rs.660/- to Rs.700/- per month from 24.4.1948. As the B.S.E., Class I Scale however prescribes an efficiency bar @ Rs.660/-, he has requested me to move Government to allow him to cross the efficiency bar @ Rs.660/- in his case from 24.4.1948.

3. Mr. Mohite has not been a holder of a permanent Post in the B.S.E. Class I Scale and so the question of his crossing the efficiency bar does not arise, but as officiating service counts for increment in that scale Mr. Mohite on completion of one year's service can be allowed to draw the normal increment raising his pay to Rs.700/- from 24.4.1948. If this view is correct the necessary salary slip may be issued to Mr. Mohite direct under intimation to this Office.

4. If you however consider that the efficiency bar in the B.S.E. Class I Scale does hold good in the case of officiating service of Mr. Mohite and that Government sanction is necessary to allow him to draw pay @ Rs.700/- per month from 24.4.1948. I may kindly be informed accordingly.

Sd/- S.K. Karandikar.
Superintending Engineer,
Eastern Circle.

True Copy
K.P. Chavhan
Head Clerk 17/8/48
9
* Superintending Engineer,
Eastern Circle, Sholapur

Kamath.17.8.

No.G11.BSE.II.A/2353.
Bombay: 2--8--1948.

From:

The Accountant General,
B O M B A Y.

To

The Superintending Engineer,
Eastern Circle, Sholapur.

Ref: Your letter No.3519 dt.19.6.48
reg: Mr.K.J.Mohite, Ex.Engr.
crossing of Efficiency bar.

It is necessary that the orders of Govt.
permitting Mr.K.J.Mohite, Executive Engineer, to
cross the efficiency bar at Rs.660/- p.m. and to
draw pay at Rs.700/- p.m. with effect from --
24.4.1948 should be obtained before the increment
is authorised.

Sd/- X XX X

Asstt. Accounts Officer.

MMB.17.8.

True copy
K.P. Chaudhary
A
02 Superintending Engineer
Eastern Circle, Sholapur.

Letter.

No. G-37/ 5268 of 1948,
P.W.D. Eastern Circle Office,
Sholapur: 17th August 1948.

To

✓ The Secretary to Government,
Public Works Department,
B O M B A Y.

Subject: Crossing of efficiency bar of
Mr.K.J. Mohite, officiating
Executive Engineer, Satara
Division.

Copy of this office No.3519 dated 9th June --
1948 and Accountant General, Bombay's No.G.II.BSE.II.
A/2353 dated 2nd August 1948 are enclosed for favour
of orders.

Accompts:-

2.Copies.

MEMB.17.8.

9 *Atkaramsinh*

Superintending Engineer,
Eastern Circle.

E.B.(I).

Gout. has issued certain instruction
re: ~~permission~~ ^{Crossing} ~~transmission~~ the efficiency

bar in G.C.M. No. 5-158/1/21228, d. the 5-10-32
+ G.C.M. No. 5-158/1/17885, d. the 16-4-46. The

S.E., E.C. has not definitely recommended
that Mr. Mohite ^{should} ~~may~~ be allowed to
cross the bar. He may perhaps be

requested to do so before any
further action re: permission to Mr.
Mohite to cross the efficiency bar is
taken.

MS
9-9-48

MS

2-158/1
P.W.D.

x
3/4 p. A
T.C. No. 3-150/1
1
2

S-158/1/45316

P.W.D.

E.B.(I).

Gout. has issued certain instructions
re: ~~permission~~ ^{Crossing} ~~the~~ efficiency

bar in G.C.M. No. S-158/1/21228, d. the 5-10-32
& G.C.M. No. S-158/1/7885, d. the 16-4-46. The

S.E., E.C. has not definitely recommended
that Mr. Mohite ^{should} ~~may~~ be allowed to
cross the bar. He may perhaps be
requested to do so before any
further action re: permission to Mr.
Mohite to cross the efficiency bar is

taken.

MB
9-9-48

MB

1)

x
File No. S-158/1

S-158/1/45316

E.B.(I)

P.W.D.

The S.E., E.C. expedited under

C.M. No. S-158/1/45316-E(I), d. the -10-48.

W
19-10-48

P.R.O.
19-10-48.

E.B.(I)

The S.E., E.C. expedited under C.M. No.

S-158/1/45316-E(I), d. the 30-11-48.

W
29-11-48

P.R.O.
30-11-48.

E.B.(I)

The S.E., E.C. expedited under C.M. No.

S-158/1/45316-E(I), d. the 10-1-49.

W
1-1-49

P.R.O.
10-1-49.

gpc + line it
10/1

P.R.O.
29/11.

done at
30/11/48

done at
30/11/49

Attila 1-1-49
30/11
Miss D'S
8/1/49

Attila - till 10-2-49

P.R.O.
12/1/49.

Mr. Mohite does not look into plans and proposals before signing them nor before sending them for execution on in actual execution. Proposals that come from him are visibly faulty. I find in them those same deficiencies which have been pointed out to him in clear terms in the past.

2. He is not practical in fixing adequate time limits in the first instance in tenders which he has called. In one case he gave 3 months' time to collect metal, murum, picking road and spreading the material during rolling over 5 miles length of road. Efficient departmental rolling itself would occupy with continuous working with one roller full $2\frac{1}{2}$ months for the 5 miles length. In another case he fixed only 2 months' time limit - 15th November 1947 to 14th of January 1948 - for collecting metal for repairing ruts and hollows in monsoon of 1948. There was no purpose in fixing such a small limit when the material was to be used 6 months after the stipulated time of completion. The result is prolonged correspondence, extensions of time limit, compensation for delay, appeal against compensation etc. etc.

3. He does not think of alternative designs in executing details of a sanctioned project, which every Executive Engineer is expected to do to see if important detailed items can be done with lesser volumes and weights of materials for the same strength, or with a view to secure more strength out of a given volume or weights or lengths of materials in short supply, vide cases described below :

(A) Industrial School at Satara :

The sanctioned design was of -

(1) 10" x 4 $\frac{1}{2}$ " single steel beam columns weighing 25 lbs. per foot.

(ii) Angle steel trusses 30' span about 11' apart.

(iii) Roof purlins of steel channels 2½" x 5" weighing 11 lbs. per foot.

The work which was nominally started in October 1947, was entrusted to contractor, on condition of Government supplying all steel, which was to come through the control from the market in Bombay and/or from Kandivali Military surplus. The steel columns naturally were to be provided and erected first. The steel trusses were to follow and the roof purlins were obviously to be the last. No steel became available nor any came to site for long time. We were worried as to what could be done to see if roof could anyhow be completed, before monsoon of 1948. I knew there were some new steel channels surplus in the Central Circle at Poona which were purchased for road concreting, which work was abandoned. I prevailed upon the Superintending Engineer of the Central Circle, to transfer them to the Satara work, in the beginning of April 1948 before I left for Delhi and Roorkee. A rough design with rough notes for steel columns to be made from these steel channels was sent to the Executive Engineer, Satara for making clear and fully dimensioned and accurate working drawings during February 1948. The working drawings were brought to me by the Suboverseer under the Executive Engineer's instructions on the 27th of March 1948. The detailed working drawings that came were defective and required to be corrected, for which instructions, which the Suboverseer took down in writing, were given for compliance the same day. Soon after return from Roorkee, on the first day of my halt at Satara, on the 23rd of April I met the Executive Engineer and personally told him that I wished to see on site, as soon as possible, two complete sample steel columns made from out of the Poona steel channels. I told again about it during his office inspection on 1st of May 1948. The columns made out of steel channels though they involved a little more labour, are stronger and better, than columns of single I-beam sections as per sanctioned design. The Sub-Divisional Officer saw me at Mahabaleshwar on 5th May 1948 and

- ordered ...

I ordered him to go to Satara at once and to get steel channels from Poona and anyhow make and erect one or two steel columns and show me by 14th May 1948. Mr. Mohite met me at Mahableshwar on the 12th of May 1948 to prevail upon me to approve of single steel beam columns on the plea of securing speed. The Kandivali beams had left Bombay by rail on 3rd of May but arrived at site sometime after the 20th of May. I did not approve of the Executive Engineer's suggestion and repeated to him what I had told them before to make and erect on site one or two steel columns made from steel channels and show me. Mr. Mohite returned to Satara and notwithstanding my instructions of 12th May 1948 sent a letter to my camp at Mahableshwar saying that because the Kandivali beams were coming, he decided to use them as columns and to use the Poona channels for roof purlins, and that he had therefore ordered that the Poona channels should be cut in purlin lengths, and that they had been actually cut accordingly. He added that his action was with a view, to expedite the work, and agreeable to the contractor, who told him that he would be glad if the channels were allowed for use as purlins, because according to the contractor, it was difficult to get wood for purlins. The steel channels from Poona had reached Satara by the evening of 7th of May 1948. Those steel channels from Poona could have been cut and conveyed to Satara in lengths suitable for columns and equally cheap and stronger and better columns out of steel channels could all have been erected, if the Executive Engineer was enthusiastic and determined to produce good result by acting to advice. On receipt of the Executive Engineer's report of the 13th of May the next day at Mahableshwar, I was surprised, but could do nothing as the channels could no more be ~~used~~ used for the columns, on account of the purlin lengths into which they were cut. I had to be content to follow the sanctioned design of the single beam columns.

I transferred a senior Deputy Engineer to Satara. He

trusses

trusses were altered in design to suit the material which actually came to hand, to the best advantage with a view to economise use of steel. The final working drawings were sent to me with the Sub-Divisional Officer sometime in August I approved and signed them the same day. The work proceeded in accordance with those approved drawings and the roof is by now nearing completion. Mr. Mohite was incapable of thinking out alternative designs of his own accord. He is unwilling to put his heart in better, stronger and equally cheap alternatives, suggested to him by his Superintending Engineer, and issued orders to cut the steel channels from Poona into purlin lengths, for use as roof purlins which could have been and should have been substituted by timber, at any stage (even the last stage) for the paramount reason of saving steel in construction, to the utmost by using timber, where it could be used. It was imprudent and unwork-man-like for Mr. Mohite to order the cutting of the steel channels and conveying them to Satara, which on account of that cutting made them unfit for use in columns or for diversion to any other work. The roof purlins of steel weighing 11 lbs. per foot cost Government finally about Rs. 4 per running foot, while best timber purlins would have cost at a very liberal rate of about Rs. 2-12-0 per running foot. There were ample Government-owned stocks of cut and uncut teak and even cheaper timber in Poona, which could have been diverted if the irrevokable action of cutting of steel channels into purlin lengths under this Executive Engineer's orders, was not resorted to. If he had asked the Superintending Engineer's advice before cutting, the Poona steel purlins in May 1948 into purlin lengths, which were actually put in the work from September 1948 onwards, 30 tons of steel could have been conserved.

(B) He signed the enclosed plan for a new garage for the Inspection Bungalow at Mahaswad on 28-12-1948 providing 17'-6" x 12' inside space. The principal defects in this plan are :-

The length is inadequate.

The

The second roof truss in the middle is superfluous as one truss is enough.

The 12' wide door for a garage which is 12' wide from wall to wall is waste of material and money.

In spite of this plan being first prepared by an Overseer, and seen by the Sub-Divisional Officer and checked by his Drawing Branch, Mr. Mohite should not have signed it, without amending the defects, and all this after I had instructed him personally and with written instructions on a plan for similar garage only about a week before.

(C) This Executive Engineer proposed and built a latrine, the inside size of which was much in excess of the usual comfortable dimensions, and provided a masonry water tank on the top of it of an enormous size intended to be filled with water, by head load, by a man, going up a ladder, after drawing it from a deep well. A tank of about half of the size actually provided was more than ample. Ordinarily, I would not have known of this extravagant unit, were it not for he and his Sub-Divisional Officer taking me to show that work to me in one of my inspections, on which both the Executive Engineer and the Sub-Divisional Officer were accompanying me.

(D) Recently I saw a case where a 2' high ghat parapet wall $2\frac{1}{2}$ ' bottom width and 2' top width was being built with dry stone masonry, with face stones on road-side and ordinary rubble masonry on the other side, as part of a project sanctioned some years ago, and under a sanctioned contract, with vertical ends and dry corner stones and no coping. This parapet wall will not endure, and is a clear case where the Executive Engineer could and should have proposed and done alternatives with proper approval.

5. Mr. Mohite's writing is careless and very confusing.

(a) About two months ago I sent him a telegram to relieve a certain overseer transferred under Government orders for urgent scarcity work in Gujarat, and requested him to wire compliance. The same day he wired in reply

that

that the Sub-Divisional Officer was ordered to relieve the Overseer. On receipt of his wire, which did not convey the information asked or required, Express Letter had to be written to him to find out the actual fact of relief, for information of Government, to whom that report was due. (See copies of wire etc.)

Wire dated 15-11-1948 to Executive Engineer, Satar.

" PLEASE RELIEVE MR.T.S.D.IYER OVERSEER IMMEDIATELY WITH INSTRUCTIONS TO REPORT TO SUPERNGER SURAT FOR SCARCITY DUTY. WIRE COMPLIANCE.

SUPERNGER, EASTERN CIRCLE."

....

Copy of wire dated 15-11-1948 to Superintending Engineer.

" YOUR WIRE 15TH SUBDIVISIONAL OFFICER ASKED TO RELIEVE MR. IYER AT ONCE.

ROADENGER SATARA."

.....

Copy of Express Letter 7112 dated 19-11-1948 from Superintending Engineer to Executive Engineer, Satara.

" Reference: Your wire of 15th instant stating Sub-Divisional Officer asked to relieve Mr. Iyer.

2. You were requested in this office telegram dated 15th November to relieve Mr. Iyer immediately and wire compliance which means compliance of relief. A wire saying Sub-Divisional Officer was asked to relieve was neither asked nor necessary. Please wire as soon as Mr. Iyer is actually relieved."

.....

Copy of wire dated 20th November 1948.

" YOUR EXPRESS LETTER OF 19TH. MR.IYER WAS RELIEVED ON 16TH AFTERNOON.

EXECUTIVE ENGINEER."

.....

The simplest way was to send a wire on 16th after relief of overseer on 16th which would have conveyed the required information 3 or 4 days earlier and saved the intermediate correspondence.

(b) While explaining the rush of expenditure in March 1948 to which the Public Accounts Committee and Government rightly and very seriously object, Mr. White gave the reason of sanction of tenders by the Superintending Engineer during the last 3 months of the financial year

concerned....

concerned (January to March 1948) which according to him was one of the reasons of excess. It will be clear, that the sanctioning of tenders by the Executive Engineer, Superintending Engineer, or Government, is a question of the powers which they possess, and is the result of a final conclusion and orders on the references and recommendations, made from an officer to the officer next above, and to Government and so on. Assuming for argument, that a particular tender is accepted by an officer on the 1st of April, i.e. on the 1st day of any particular financial year, the expenditure to be incurred against that tender during March i.e. the last month of the same financial year, is not at all dependent on the date of sanction to the tender, but is simply dependent on speed of performance, proper planning, effective direction, surrendering of unwanted funds in time, retaining on hand only enough moneys which are normally to be paid in the month of March, without any unduly optimistic hope about a contractor's, or departmental men's performance late in the year, which is rarely justified. Also even if a tender were sanctioned by the Superintending Engineer or Government as late as during February or March of the year, it is necessary and permissible for the Executive Engineer to adjust his allotments, surrenders, and final surrenders so as not to cause the objectionable rush of expenditure in March. The responsibility for rush of expenditure ~~is not dependent on the date of sanction~~ must and at the Executive Engineer's level, in whose power it solely lies to ensure against rush.

6. Mr. Mohite is prone to magnify his own good work voluntarily. While doing so he is inclined to belittle the valuable suggestions of his seniors to show off his own performance. He forgets that an officer's good work is really to be judged by officers placed above him having the opportunity and the means of assessing it through their observation and close knowledge of his works,

performance and work in . Please vide his No. C/87 dated 8th November 1948 sent to Government with this office endorsement No. C/186 dated 30th of November 1948. In that letter he writes that he as Assistant Engineer, Mahad Sub-Division in the Southern Circle some 5 or 6 years ago he repaired the Lombay Konkan Goa Road, the condition of which was atrocious, in one year without crushers, while his Executive Engineer could not get contractors and had requested Government to purchase stone crushers. The mention of the Executive Engineer's inability to get contractors and suggestion to get crushers does not fit in with ^{as} grace, employment of the crushers would still further have speeded up the repairs work to a period less than one year. I must give credit which is due to Mr. Mohite for the good progress on well works in Satara Division. A portion of that credit must go to the very enthusiastic and efficient Deputy Engineer in charge of the Village Water Supply Sub-Division under him, even according to Mr. Mohite's principle of taking to himself as Sub-Divisional Officer the credit for repairing the Lombay Konkan Road in 12 months.

7. I have seen that Mr. Mohite does not like to be corrected nor does he welcome advice as I have found that whenever some improvement, or defect, or delay, is indicated to him, he says that that was a small matter. A big project or a big work really consists of several small jobs, and it is the duty of every Executive Engineer, however junior or overworked he may be under the files, to scrutinise minutely constructional and executive details to correct errors, however small they may appear to be, as far as possible, by suggesting changes, explaining to his men the things to avoid, and seeking and welcoming in turn the advice and instructions from his seniors.

8. In a few cases he submitted advance copies of reports to Government, when the reports themselves were to pass ...

to pass through this office. When requested to report reasons for the departure from established rules and practice, he replied saying he did that to avoid delay in the report reaching Government.

In another case a reply was sent direct to a Government reminder without even endorsing a copy thereof to the Superintending Engineer. When requested to report the reasons therefor, the reply was he did it to avoid a reminder from Government, similar to the one received in a different case altogether.

Ultimately I wrote to him that it was incorrect to send direct reports and copies or advance copies except through proper and established channel. His peculiar reply was that according to him there was nothing irregular.

The instances given are samples.

9. / Taking an overall view and having carefully scrutinised this case with due regard to Government Resolution, Public Works Department No. S.158/1/21226 dated 5th October 1932 and Government Circular Memorandum No.S.158/1/7895 dated 16-4-1946 whether Mr. Mohite is really efficient and fit for the promotion involved in crossing the efficiency bar, at stage of Rs. 600/- in the time scale of Rs.510-30-660-Efficiency Bar-40-900, I regret, I am unable to recommend him to cross the Efficiency Bar.

Accompaniments:

1 Plan garage
(to be returned)
1 Personal Register.

A. Karandhar
Superintending Engineer,
Eastern Circle.

With C.C.

Registered Letter A.D.

Confidential.

No. C/34 of 1949.
P.W.D. Eastern Circle Office,
Sholapur: 25th January 1949.

To,

The Secretary to Government,
Public Works Department,
BOMBAY.

Subject:- Efficiency Bar of Mr. K. J. Mohite,
Officiating Executive Engineer,
Satara Division.

Reference: Government Public Works Department Letter
No. S.158/1/45316-L(I) dated 13th September 1948.

2. I enclose a special report on this case.

A. Karandekar
Superintending Engineer,
Eastern Circle.

24.1..

H/26/1/49

ms D'S
27/1

11/12

08.8.11

23/1

P. W. D.
File No. 5-158/1
Serial No. 5881

Encl (1)
26/11/11

E.B.(I).P. W. Deptt.

Submitted with reference to G.L. No. S.158/1/45316-
E(I), dated the 13-9-48.

2. Attention is invited to G.C.M. No. S.158/1/21228,
dated the 5-10-32, regarding crossing the efficiency bar
& G.C.M. No. S.158/1/7885, dated the 16-4-46. Please see
also the S.E., E.C's remarks at pages 11-23 ante. It is
for orders whether Mr. Mohite may be allowed to cross the
first efficiency bar at Rs. 660/- old scale of Rs. 510-30-
-660- E.B.-40-1,020.

3. The personal file of Mr. Mohite is put up below.

SAME
4-3-49.

MP
4-3-49

Submitted for orders. Attention

is specially invited to the concluding
para (viz. no 9) of the S.E./E.C's special
report on the subject.

14/6/3/49

Secy (J)

The SE has made a full & complete reports
and his recommendation may be accepted. Mr.
Mohite should not be allowed to cross the
efficiency bar.

Secy (R+B)

I agree.

MP
10-3-49

MP
11/3

Ch. Secy.

MP
14/3

H.M.P.W.D.

MP
16-3-49

H.P.

MP
17-3-49

According to
14/3

MP
14/3/49

S-158/1/5881.

P.W.D..

E.B.(I).

Submitted with ref. to the notes recorded
at p. 25

2. The draft put up may issue, if approved.
The S.E., E.C., may be requested to submit his
next report on Mr. Mohite's work after one year
as directed in G.C.M., F.D. No. 4053, dated the
15-4-43.

X
7.10.11 2-113
f "

BVK.
30.3.49.

No
21-3-49

4/13/49

107
1/4

D.S

5. 1 (11 E)

Letter.

Confdl.
No.S-158/1/5881-E(I).

P.W.D.,
B.C., 2nd April 1949.

To

The S.E.,E.C.

Sub:- Permission to Mr. K.J.Mohite, offg.
Ex. Engr., Satara Dn., to cross
the efficiency bar.

Ref: Your letter No. ^{p.23} C/34, dated the 25-
1-49.

2. Govt. considers that Mr. K. J. Mohite,
offg. Ex. Engr., Satara Dn., is not yet fit to
cross the first efficiency bar at Rs. 660/- in
the scale of Rs.- 510-30-660-E.B.-40-1020. Mr.
Mohite should please be informed accordingly.

3. You are requested to review Mr. Mohite's
case after one year and submit a report to
Govt. as regards his work and fitness to cross
the bar.

By order of the G.of B.,

D.A.-Nil.

Copy to the A.G., Bombay, for information.

BVK.
30.3.49

[Handwritten signature]

D.S.

[Handwritten signature]

4/31/3/48

[Handwritten signature]

cc.

Avail till
[Handwritten signature]
2/4/49

[Handwritten notes and signatures]
22-2-1950
2/4/49

S-158/1/5881

P.W.D.

C.B.(I).

The draft put up may issue,
if approved.

ms
27/8/49

Kf 2/8/49

D.S.

Confdl.

No. 5-158/1/5881-E(I)

Letter

5-158/1/5881

P.W.D.

To

B.C. 3rd ~~July~~ 49
Aug.

The S.E., E.C.

Subject: ~~A~~ Personal Register of Mr.
K. J. White, offg. Ex. Engr.

Ref: Your letter ^{p. 33} No. C/34, d. the 25-1-49.

2. The personal register of Mr. K. J.
White, offg. Ex. Engr., Satawa Dr. &
the ~~phar~~ ^{pt 15-16 plan} garage, recd. with your
letter under ref. are returned
herewith. Their receipt may

please be acknowledged.

By order etc.

pp 15-16
D.A. ~~1~~ ~~1~~ ~~1~~
garage
plant
P.R.

D. ~~1~~ ~~1~~ ~~1~~
gimmety R.P.P.
M. ~~1~~ ~~1~~ ~~1~~

ky 2/8/49

888 + back.

2/8/49

Letter.

Confidential.

Public Works Department,

No. S.158/1/5881-E(I). Bombay Castle, 3rd August 1949.

To

The Superintending Engineer,
Eastern Circle.

Subject: Personal Register of Mr. K.J. Mohite,
Officiating Executive Engineer.

Reference: Your letter No. C/34, dated the
25th January 1949.

2. The personal register of Mr. K.J. Mohite,
Officiating Executive Engineer, Satara Division and
the garage plan received with your letter under
reference are returned herewith. Their receipt may
please be acknowledged. .

By order of the Governor of Bombay,

Deputy Secretary to the Government of Bombay,
Public Works Department.

D.A. 1 garage plan.
1 personal register.

M.B.
3-8-49.

Issued by R.P.D.
3/8/49.

Accepted
3/8/49

G. D., No. [redacted] dated 20-2-85.]

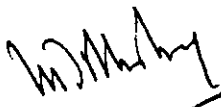
P.W.D. Eastern Circle Office,
[redacted] 219 a.

No. C/213 of 1949

Sholapur: 6th Aug. 1949

Receipt is acknowledged of the following documents/articles received
with your No. / , dated the 3rd August 1949:—
S.158/1/5881-E(I)

Personal Register of Mr. K.J. Mohite,
Officiating Executive Engineer, Satara
Division and the garage plan.


578.
Superintending Engineer,
Eastern Circle.

O. H. M. S.

The Secretary to Government,

Public Works Department,

P.W.D. Secretariat,

FBI
10/8

S. 168/1

(2230

210/11/14/09

11/14

5-1581(52230)

Record

Work,

Port, ...

Confidential.
Letter.

No.C/260 of 1949,
P.W.D., Eastern Circle Office,
Kolhapur; 5th November 1949.

To

The Secretary to Government,
Public Works Department, Bombay.

Subject:- Permission to Mr. K.J.Mohite, Officiating
Executive Engineer, Satara Division to
cross the efficiency bar.

Reference:- Government, Public Works Department Confiden-
-tial letter No.S-158/I/5881-E(I), dated 2.4.1949. p 27

2. In the above orders Government has informed that Mr. K.J.Mohite, Officiating Executive Engineer, Satara Division's case for crossing the efficiency bar at Rs. 660/- in the scale of Rs. 510-30-660-E.B.-40-1020 should be reviewed after one year and that a report submitted to Government on his work and fitness to cross the bar. It is not however specifically mentioned in the Government orders as to whether the one year's period should count from the date he was due to cross the bar viz. 24.4.1948 or from the date of the Government orders.

3. In the B.S.E.Scale of Assistant Engineers to which Mr. Mohite belonged before he was promoted as Executive Engineer, Satara, he was drawing Rs. 650/- p.m. after crossing all efficiency bars of that scale. As Officiating Executive Engineer his pay was fixed at Rs. 660/- p.m. and he was due to cross the efficiency bar at that stage raising his pay to Rs. 700/- from 24.4.1948. Incidentally in the B.S.E.Scale, Mr. Mohite's pay in the normal course would have been Rs. 670/- on 24.4.1948 and Rs. 690/- on 24.4.1949, had he continued as Assistant Engineer, doing work of lesser responsibility as Sub-Divisional Officer.

4. I have been noticing that there has been a marked improvement in Mr. Mohite's work. The shortcomings that were found in him were mainly due to the circumstances he was working in and they are disappearing. In this connection, I solicit a reference to my Confidential report for the period ending 30.6.1949 on the work of Mr. Mohite, submitted to Government with this office Confidential letter No.C/227 dated 30.8.1949.

5. In view of the improvement in the work of Mr. Mohite which he has been maintaining since, I consider that holding him up at the bar at Rs. 660/- now for about 1½ year is more than enough and I strongly recommend that Government in your concurrence may kindly be moved to issue the necessary orders in his case removing the bar with effect from 24.4.1948 and thus raising his pay to Rs. 700/- p.m. from that date.


Superintending Engineer,
Eastern Circle.

Through

the Chief Engineer to Government,
Public Works Department, Bombay Province, Bombay,
with compliments.

Confidential.
Letter.

No.C/ 260 of 1949,
P.W.D., Eastern Circle Office,
Kolhapur; 5/11 November 1949.

To

The Secretary to Government,
Public Works Department, Bombay.

Subject:- Permission to Mr. K.J. Mohite, Officiating
Executive Engineer, Satara Division to
cross the efficiency bar.

Reference:- Government, Public Works Department Confiden-
-tial letter No.S-158/I/5881-E(I), dated 2.4.1949.

2. In the above orders Government has informed that Mr. K.J. Mohite, Officiating Executive Engineer, Satara Division's case for crossing the efficiency bar at Rs. 660/- in the scale of Rs. 510-30-660-E.B.-40-1020 should be reviewed after one year and that a report submitted to Government on his work and fitness to cross the bar. It is not however specifically mentioned in the Government orders as to whether the one year's period should count from the date he was due to cross the bar viz. 24.4.1948 or from the date of the Government orders.

3. In the B.S.E. Scale of Assistant Engineers to which Mr. Mohite belonged before he was promoted as Executive Engineer, Satara, he was drawing Rs. 650/- p.m. after crossing all efficiency bars of that scale. As Officiating Executive Engineer his pay was fixed at Rs. 660/- p.m. and he was due to cross the efficiency bar at that stage raising his pay to Rs. 700/- from 24.4.1948. Incidentally in the B.S.E. Scale, Mr. Mohite's pay in the normal course would have been Rs. 670/- on 24.4.1948 and Rs. 690/- on 24.4.1949, had he - continued as Assistant Engineer, doing work of lesser respon-
-sibility as Sub-Divisional Officer.

4. I have been noticing that there has been a marked improvement in Mr. Mohite's work. The shortcomings that were found in him were mainly due to the circumstances he was working in and they are disappearing. In this connection, I solicit a reference to my Confidential report for the period ending 30.6.1949 on the work of Mr. Mohite, submitted to Government with this office Confidential letter No.C/227 dated 30.8.1949.

5. In view of the improvement in the work of Mr. Mohite which he has been maintaining since, I consider that holding him up at the bar at Rs. 660/- now for about 1½ year is more than enough and I strongly recommend that Government in your concurrence may kindly be moved to issue the necessary orders in his case removing the bar with effect from 24.4.1948 and thus raising his pay to Rs. 700/- p.m. from that date.

[Signature]
Superintending Engineer,
Eastern Circle.

8/11/49
Through

the Chief Engineer to Government,
Public Works Department, Bombay Province, Bombay
with compliments.

8/11
C.C.
Pl. Receipt

P. 7 7
File 1 5-158/1
73528

863 (I)
7/11/13
2.0
7/11

P.W.D.

E.B.(I)

p. 27

Submitted with ref. to para 3 of G.L. No. S. 158/1/5881-E(I), dated the 2-4-49.

2. Mr. K. J. Mohite, offg. Ex.Engr., Satara Dn., was due to cross the first efficiency bar at Rs. 660/- in the scale of Rs. 510-30-660-E.B.-40-1,020 with effect from the 24-4-48. Govt. however considered that he was not yet fit to cross the bar, vide G.L. No. S. 158/1/5881-E(I), dated the 2-4-49. The S.E., E.C. was accordingly requested to review Mr. Mohite's case after one year & submit a report to Govt. as regards his work & fitness to cross the bar.

3. For the reasons mentioned by him in paras 3, 4 & 5 of his letter, the S.E., E.C. now strongly recommends that Mr. Mohite may be allowed to cross the bar at Rs. 660/- in the scale of Rs. 510-30-660-E.B.-40-1,000 with effect from the 24-4-48, thus raising his pay to Rs. 700/- p.m. from that date.

Attention in this con. is invited to G.C.M. No. S. 158/1/21228, dated the 5-10-32, regarding crossing the efficiency bar & G.C.M. No. S. 158/1/7885, dated the 16-4-46. It is for orders whether the S.E.'s recommendation may be accepted. If so, the necy. draft will be put up.

4. The P.F. of Mr. Mohite is put up below.

MP
28-11-49

Submitted for orders

D)

28/11/49

C. E.

The period of one year was from the date of the order. The case can only be reviewed by 4-50.

FKB.
25/11/49.

we
30/11/49

~~_____~~

H. M. . .

~~_____~~

xc.
30/11/49.

There is no doubt that the period is from the date of for. order since the order (of April 49) are that Mr. M. is not yet fit to cross the E.B. (p. 27). The S.E. should be asked to submit a report in Feb. 50.

376

Imm 7/12/49

48/12/49

HM

S. 158/1/73528

E.B. (I).

P.W.D.

Submitted with ref. to the o.r.^H

dated the 28-11-49.

2. In view of the notes recorded
at p. 1 ante, the necessary draft is put
up for approval.

M.B.
12-12-49

J.S.

K.Y. 244

Confdl.
No. S.158/1/13528. F(I).

S.158/1/13528

Letter P.W.D.

To
The S.E., E.C.

B.C. (B. bay No. 1), 13th Dec. 49

Subject: Permission to Mr. K. J. Mohite, offg. Ex. Engr., Satara Dist., to cross the efficiency bar.

Ref. Your letter No. C/260, d. the 5-11-49.

Yours
Sincerely

2. You are requested to submit a report on Mr. K. J. Mohite, offg. Ex. Engr.,

D.A. and Satara Dist., in Feb. 1950.

By order etc.

12/12/49

mess 0 D.S.
11/2

Pl. sent - (10-2-1982)
14/1/1982

8/1/1949

J.C. - For J.C.
Pl. iss as per order and
over. A.C. order and
rel. with 2 share copies
18/1/49

S.158/1/73528

E.B.(2)

P.W.D.

Resubmitted with a draft

for approval.

E.T.O
13-250

4/23/2

D.S.

Letter

S. 158/1/73528.

P. W. D.

Confdl.

No. S. 158/1/73528-E(I).

B.C. (B'bay No. 1), 14th Feb 1950

To

The S.E., E.C.

Subject. — Permission to ^{Mr.} K.J. Mohite, offg. Ex- Engr.,
Satara Dn., to cross the efficiency bar.

~~at~~ I am directed to invite your attention to
G.L. No. S. 158/1/73528-E(I), ^{P. 43} dated the 13th Decr. 1949,

and to request you to submit a report on Mr.
K.J. Mohite, ^{offg.} Ex- Engr., Satara Dn., immediately.

D.A.:—Nil.

Issued
14-2-50 *ADfa* D.S.

^{ETC.}
13-2-50. CE -- 16-3-50
Await - (17-2-50) 18/2/50
~~14/2-50, 27/2/50~~ 27/3/50

By order etc
Pl. iss over D.S.
signature ver. with
one share copy 13/2

Confidential.
Letter.

No. C/ 40 of 1950.
P.W.D. Eastern Circle Office,
Kolhapur: 7th March 1950.

To

The Secretary to Government,
Public Works Department,
BOMBAY.

Subject:- Permission to Mr. K.J. Mohite, Offg.
Executive Engineer, Satara Division
to cross the efficiency bar.

p. 43 Reference: Government Public Works Department Confidential Letter No. S.158/1/73528-E(I) dated 13-12-1949 and Confidential Letter No. S.158/1/73528-E(I) dated 14-2-1950. p. 45

- f 31
2. In my confidential report on Mr. K.J. Mohite, Officiating Executive Engineer, Satara for the period ending 30-6-1949 and in my confidential letter No. C/260 dated 5-11-1949 I have given my views about Mr. Mohite and his work. Nothing has happened since to change those views. On the other hand, I have found more and definite improvements in his office work for which he was much blamed in the past. Recently I inspected his office and the result was as satisfactory as could be expected. His outdoor work is also quite good. Unlike tendencies now-a-days noticed among certain officers who look to surrender dates and wash off their responsibilities, I have noticed in Mr. Mohite a real desire to do his work with a view to improving roads, canals etc. and to achieve that he is always ready with proposals and request for funds. I admire his zeal. In olden days in the Public Works Department merits of officers or subordinates were assessed on the actual works done and the money usefully spent and not on the timely surrenders of such money work or no work.
 3. Mr. Mohite being of the old stock has been maintaining the old tradition and I would give more value to it than mere paper work.
 4. In short, I am entirely satisfied with Mr. Mohite's work and I again strongly recommend that Government in your concurrence may kindly be moved to remove the bar at which he is held up, with effect from 24-4-1948 as recommended in my last report.

sd/- K.R. Akerkar,
Superintending Engineer,
Eastern Circle.

THROUGH

the Chief Engineer to Government, P.W.D., Bombay,
with compliments.

No. C/40 of 1950.
P.W.D. Eastern Circle Office,
Kolhapur: 9th March 1950.

The Secretary to Government,
Public Works Department,
BOMBAY.

Reference: Government Public Works Department Confidential Letter No. S.158/1/73528-E(I) dated 13-12-1949 and Confidential Letter No. S.158/1/73528-E(I) dated 14-2-1950.

4. In short, I am entirely satisfied with Mr. Mohite's work and I again strongly recommend that Government in your concurrence may kindly be moved to remove the bar at which he is held up, with effect from 24-4-1948 as recommended in my last report.

13/3/50

== = Superintending Engineer,
Eastern Circle.

the Chief Engineer to Government, P.W.D., Bombay,
with compliments.

215
14/3

~~cc~~
~~Pl. 5-1-12~~

P. W. D.
File No. S. 15811
Serial No. 20285

(2)
15/3

Conf.
18-2-12

E.B.(I).P. W. D.

Submitted with ref. to the O.N., dated the 28-11-49 and
 G.L. No.S.158/1/73528-E(I), dt. the 13-12-49.

2. Mr. K. J. Mohite, ^{temp}~~Ex.~~ Ex.Engr., Satara Dn., was due to cross the first efficiency bar at Rs. 660/- in the scale of Rs. 510-30-660-E.B.-40-1,020 with effect from the 24-4-48. Govt. however considered that he was not yet fit to cross the bar, ^{P. 41}
^{P. 43}
 vide G.L. No.S.158/1/5881-E(I), dt. the 2-4-49. The S.E., E.C. was accordingly requested to review Mr. Mohite's case after one year and submit a report to Govt. as regards his work and fitness to cross the bar.

3. For the reasons mentioned by him in paras 3, 4 & 5 of his letter at p. 39 ante, the S.E., E.C. strongly recommended in Nov. 1949 that Mr. Mohite may be allowed to cross the bar at Rs. 660 in the scale of Rs. 510-30-660-E.B.-40-1,000 with effect from the 24-4-48, thus raising his pay to Rs. 700/- p.m. from that date. However as the period of one year had not yet expired, the S.E., E.C. was requested to submit a report in Feb. 1950, ^{P. 47}
^{P. 43}
 vide G.L. No.S.158/1/73528-E(I), dt. the 13-12-49.

4. The S.E., E.C., now reiterates the opinion expressed by him in his letter dt. the 9-3-50 about Mr. Mohite and his work. The S.E. has further ^{P. 47}
^{P. 43}
 stated that he has found more and definite improvements in Mr. Mohite's office work for which he was much blamed in the past. His outdoor work is also reported to be quite good.

Attention in this con. is invited to paras 2, 3 & 4 of the S.E., E.C.'s letter at p. 47 ante, and to G.C.M. No.S.158/1/21228, dt. the 5-10-32, re: crossing the efficiency bar and G.C.M. No.S.158/1/7885, dt. the 16-4-46. It is for orders whether the S.E.'s recommendation that Mr. Mohite may be allowed to cross the bar at Rs. 660/- in the scale of Rs. 510-30-660-E.B.-40-1,000 with effect from the 24-4-48, thus raising his pay to Rs. 700/- p.m. from that date, may be accepted. If so, the necy. draft with be put up.

5. The P.F. of Mr. Mohite is put up below.

MS
17-3-50

Submitted for orders

by 20/3/50

In view of the SE's report, Mr. Mohite may be allowed to cross the efficiency bar from 24-4-50 ~~keeping his bar~~ & not from 24-4-48 as proposed by SE.

MS
22-3-50

21
23/5

MS
24/3

MS
24/3/50

b.s.

PKB
17-3-50

H.M. P.W.D.

MS
20/3/50 H.C.M.

S.158/1/20285

P. W. D.

E.B. (I).

Submitted with reference to the notes recorded at pages 51 - 52 ante.

P.33

The necessary draft is put up for approval.

2.
MS
5-4-50

MS
26/4/50

21
2/4

MS
23/4/50
Smt. D'Souza
4/1

S.158/1/20285.

Letter.

Confidential.

No. S.158/1/20285-E(I).

Public Works Department,
Bombay Castle, (Bombay No. 1),
10th April 1950.

To
The Superintending Engineer,
Eastern Circle.

Subject: Permission to Shri K.J. Mohite, *tempy.*
~~Officiating Executive Engineer,~~
Satara Division, to cross the
efficiency bar.

b H9
Reference: Your letter No. C/40, dated the
9th March 1950.

2. Government is pleased to permit Shri K.J. Mohite,
temporary
~~Officiating Executive Engineer,~~ Satara Division, to cross
the first efficiency bar at Rs. 660/- in the scale of
Rs. 510-30-660-E.B.-40-1,020 with effect from the 24th
April 1950 and to draw pay at Rs. 700/- p.m. with effect
from that date.

D.A: nil

By order of the Governor of Bombay,

Deputy Secretary to the Government
of Bombay, Public Works Department.

Copy to the Accountant General, Bombay, for
information.

M.B.
5-4-50-

Issued
10-4-50 *De*

ce
Pl. 122
with 2
8/14/50
10
File pl.
13/4/50

Confidential.
No.C.1/D

Office of the Executive Engineer
Satara Division,
Camp Shirwal, D/ 22nd April 1950

From

Shri.K.J.Mohite, B.E.,
Executive Engineer,
Satara Division.

To,

The Superintending Engineer,
Eastern Circle, Kolhapur.

Subject:- Permission to Shri.K.J.Mohite,
Temporary Executive Engineer, Satara
Division, to cross the efficiency bar.

Ref:- Govt. Confidential Letter No. S.158/1/20285-E(I) ^{p.53}
dated 10th April 1950 and your endorsement
No. C/71 dated 13th April 1950.

Sir,

I am permitted to cross the efficiency bar at Rs. 660/- with effect from 24th April 1950 instead of from 24th April 1948 which is the due date. If the increment is not given to me on the due date on account of any adverse remarks in my qualification reports I humbly request you to kindly move Government to order investigation of my case in detail and communicate to me the concrete instances on which such remarks are based to give a chance to explain.

2. As Asstt. Engineer I would have drawn Rs.710/- from 9-4-1950 but as Executive Engineer, I have been drawing Rs. 660/- since the last two years and will now draw Rs. 700/- only from 24-4-1950. This anomaly may also be made clear to me.

Yours faithfully,

sd/- K.J.Mohite,
22-4-50.

Executive Engineer,
Satara Division.

Confidential.

No. C/163 of 1950.
P.W.D. Eastern Circle Office,
Kolhapur: 11th May 1950.

Copy forwarded with compliments to the Secretary to Government, P.W.D., Bombay, with reference to Government P.W.D. Confidential Letter No. S.158/1/20285-E(I) dated 10-4-50. ^{p.53}

2. In this connection reference is invited to the reports submitted to Government under this office confidential Nos. C/260 dated 5-11-49 and C/40 dated 9-3-50 and in view of the facts explained therein it was strongly recommended that Shri.K.J.Mohite may kindly be allowed to cross the efficiency bar with effect from 24-4-48. Government have however issued orders allowing him to cross the bar from 24-4-50 instead of from 24-4-48 thus entailing loss of 2 increments permanently and consequent difference in pay which would have otherwise been admissible to him. As this is a material financial loss to Shri.K.J.Mohite on the verge of his retirement which is not in the distant future I again recommend that in view of the circumstances explained in my previous 2 reports Government may kindly be moved to reconsider the orders and allow him to cross the bar from the due date viz., 24-4-48.

^{p.53}
Superintending Engineer,
Eastern Circle

cc
Pl. & j. v.
1-1

11

()

19

to 24-4-51. The recommendation at 'A' above would also put him to the same disadvantage, but to a less extent. He has, however, earned very good reports from his S.E. in the years 1949 and 1950 and it is suggested that, while the orders permitting him to cross the efficiency bar with effect from 24-4-50 may stand, he may be permitted to draw pay with effect from that date at the rate he would have drawn if he had crossed the efficiency bar on the due date of 24-4-48, thus the withholding of the crossing of the bar not having the effect of postponing his future increments.

HAG
6 7/50

DRN.
6.7.50.

Sec⁴

Pl. *quid*
45
717
D.S.

The authority competent to declare the efficiency bar removed has to specify the stage of the time scale to which the officer should come. In this case the E.O. was due to be crossed on 24/4/48 and had Shri Mohite crossed it, his pay now (after 24/4/50) would be Rs. 780/- . He is declared to have crossed it on 24/4/50 and the question is whether he should come to the pay of 780/- p.m. (the scale being 660 - E.O. - 40 - 1000.) or from 24/5/50.

H.M.P.W.D.

H.C.M.

The ^{present} latter pay would be open to serious objection from several points of view. As Assistant Eng^r, Shri. Mohite would have got Rs. 710/- p.m.

P. W. Dappt.E.B.(I).

H. 51-52

Please see the office note dated the 17-3-50.
 As specifically directed by the C.E., P.W.D. approved
 by the C.S., H.M., P.W.D. & H.C.M., Shri K.J. Mohite
 was permitted to cross the efficiency ~~for~~ bar at Rs. 660
 in the scale of Rs. 510-30-660-E.B.-40-1,000 with effect
 from the 24-4-50 and not the 24-4-48 as proposed by the
 S.E., vide G.L. No. S.158/1/20285-E(I), d. the 10-4-50.
~~Attention in this con. is invited to Rule 47 of the B.C.~~
 S.Rs. In view of the anomaly pointed out by Shri Mohite
 in para 2 of his letter at p.55 ante, in respect of
 his pay as Asstt. Engr. and as tempy. Ex.Engr., it is
 for consideration whether Shri Mohite may be allowed
 to cross the efficiency bar at Rs. 660/- p.m. with
 effect from the 24-4-49. On receipt of orders the necy.
 draft will be put up.

2 -
 SAM/5/6

A

The Dy. Secy. will kindly put up the
 personal file of Shri Mohite.
 5-6-50

For orders. Shri Mohite's
 p.f. is put up.

H/20/6/50

D. 3.

G.D.

C. T.

The anomaly arises because of his being held up at
 the efficiency bar for two years. As the two Scales are
 different, this anomaly will disappear when he gets his
 next increment.

H/28-6-50

It is seen that Shri Mohite had crossed all the
 efficiency bars as an Assistant Engineer and thus, had
 he not become an Ex. Engr., he would have drawn his
 increments every year as an Asstt. Engr. in the ordinary
 course. The withholding of his crossing the bar as Ex.
 Engr. on 24-4-48 has resulted in his drawing less pay as
 Ex. Engr. than that of an Asstt. Engr. right from 9-4-48
 to...

from 24/5/50 and would be worse off as Ex. Eng^r. It would mean postponement by two years of all future increments (Shri Mohite is due to superannuate in Jan. 53), which as observed by the Govt. of India [Art. 152; Civil Service Regulations], is a very severe cumulative penalty.

He may be allowed to reach on 24/5/50 the stage of Rs. 780/- per month. This would mean that for two years (24/5/48 to 23/5/50) he has been deprived of the increments due to him as a result of stopping at the E. Bar. This is the usual interpretation of the stopping of an officer at E. B. and may be held applicable to the present case.

11
7/5

C.S.

H.M.P.W.D

H.C.M

Govt. have already decided that Shri Mohite should be allowed to pass the efficiency bar at Rs. 660/- in the scale of Rs. 510-30-660-E.B.-40-1020 with effect from the 24th April 1950. The question

C2
24/5/50

now is whether in view of the peculiar circumstances of this case Shri Mohite should be allowed to draw a salary higher than Rs.700 p.m. to which he would be entitled in accordance with the decision of Govt. Having regard to the consistent improvement in his work which has been reported by the Superintending Engineer, we may fix his pay at Rs.740 (i.e. at one stage higher in the time scale). Special reasons for doing so will however have to be recorded in writing in accordance with B.C.S. Rule 47.

Such a course will remove the anomaly pointed out by the Secretary, P.W.D., and at the same time would be fair to Shri Mohite.

[Signature]
12-7-50.

H.M.(P.W.D.)

[Signature] 29/7/50

H.C.M.

[Signature] 31/8/50

[Signature]
4/8

E.B.(I).

P.W.D.

Submitted with ref. to the Ch. Secy's note d. the 12-7-50, approved by H.M.

P.W.D. & H.C.M.

2. The neeq. draft is put up for approval.

[Signature]
9.8.50

x Done Sec.
[Signature]
9.8.50

I presume the date is 24.4.50 and not 9.4.50 as given in the draft. It is p. 53 and the last line on p 57.
Consent of necessary
m
T.Y. - Draft may come
Consented
m
96

Confid.

S-158/1/40247

No. S-158/1/40247 - F(I). Letter P.W.I).

To

B.C. (Blay No. 1),

10th Aug. 1950.

The S.E., E.C.

Subject: Permission to Shri. K. J.
Molite, Temp. Ex. Engr.,
Satara Tr., to cross the
efficiency bar.

Ref: ~~Yours~~ Encl. No. 103, d. the
11-5-50, from the S.E., E.C.

2. Govt. is pleased to direct
that Shri K. J. Molite, Temp. Ex.
Engr., Satara Tr., should be
permitted, to draw pay at
Rs 740/- p.m. in the scale of
Rs 510-30-660-E.B.-40-1020 with effect
from the ^{24-4-50.} ~~11-5-50.~~ These orders are
issued in modification of those

issued in G.L. No. ^{p.53} S-158/1/20285.
F(I), d. the 10-4-50, in view of the
consistent improvement in Shri

Molite's work.

A: nil

By order etc.

Dy. Secy. to the G.
P.W.I.

Copy to the A.G.; Blay, for

information.

9.8.50

J.S.

cc:

1 Pl. issue (pl. keep
clean, O.C.) and
return with 4
spare copies

10/8/50.

Letter.

Confidential.

No. S.158/1/40247-E(I).

Public Works Department,
Bombay Castle (Bombay No. 1),
10th August 1950.

To
The Superintending Engineer,
Central Circle.

Subject: Permission to Shri K.J. Mohite,
temporary Executive Engineer,
Satara Division, to cross the
efficiency bar.

Reference: Endorsement No. C/103, dated the
11th May 1950, from the Superintending Engineer, Eastern
Circle.

2. Government is pleased to direct that Shri K.J.
Mohite, temporary Executive Engineer, Satara Division,
should be permitted to draw pay at Rs. 740/- p.m. in the
scale of Rs. 510-30-660-E.B.-40-1,020 with effect from the
24th April 1950. These orders are issued in modification
of those issued in Government Letter No. S.158/1/20285-E(I),
dated the 10th April 1950, in view of the consistent improve-
ment in Shri Mohite's work.

By order of the Governor of Bombay,

o/c

Deputy Secretary to the Government of Bombay,
Public Works Department.

Copy to the Accountant General, Bombay, for
information.

Issued
7.11/8/50.
P.W. 8/50
B-50.

ce.
Pl. file
1950
11/8/50

It is requested that in future communications on this subject, the No. and date of this letter, and the distinguishing letters above the No. as given opposite, may be quoted, and the reply addressed to—

THE ACCOUNTANT GENERAL,
QUEEN'S ROAD, BOMBAY.

No. GV.BSE./4867.

A. G. 37.

OFFICE OF THE ACCOUNTANT GENERAL,
QUEEN'S ROAD,

Bombay, Dec., 1952..

Tel. address :- ACCOUNTS.

FROM

THE ACCOUNTANT GENERAL,

BOMBAY,

To

The Secretary to the Govt. of Bombay,
Public Works Deptt.,
Bombay.

Sub: Pay of Shri K.J. Mohite,
Ty. Executive Engineer.

Sir,

p 61 — I am to invite a reference to the orders communicated in Govt. Letter, (Confidential), P.W.D. No. S-158/1/40247-E(I), dt. 10/8/50 permitting Shri K.J. Mohite, Temporary Executive Engineer to cross the efficiency bar at Rs. 660/- in the scale of Rs. 510-30-660-E.B. 40-1020 and allowing him to draw pay at Rs. 740/- p.m; with effect from 24/4/50 and to state as follows:-

(i) Shri Mohite was appointed as a candidate for Engineering service with effect from 19/2/26 and as Asstt. Engineer on Probation with effect from 19/2/27. He was allowed to cross the efficiency bar at Rs. 550/- in the scale of Rs. 250-20-390-E.B. 20-550-E.B. -20-750, with effect from 9/4/43 and his substantive pay on 24/4/47 when he was appointed to officiate as Ex. Engr; was Rs. 650/- p.m.

(ii) Shri Mohite was appointed as offg. Ex. Engr. with effect from 24/4/47 and he was allowed pay at Rs. 660/- p.m; in the scale of Rs. 510-30-660-E.B. 40-1020, i.e. the stage next above his substantive pay and his subsequent increments in that scale were regulated according to the orders cited above and he was allowed pay at Rs. 740/- p.m; from 24/4/50, at Rs. 780/- p.m; from 24/4/51 and at Rs. 820/- p.m; from 24/4/52.

(iii) It may be mentioned that on appointment to the Class I Scale of the Bombay Service of Engineers with effect from 24/4/47, Shri Mohite is not entitled to retain the old scale of pay of the Executive Engineers and his pay from that date should be regulated in the prescribed scales, vide Rules 2(h), 5 & 6 of the B.C.S. (R. of P.) Rules, 1948, as follows:-

P.S. Rs. 500-30-650-E.B. 45-1100.
From 24/4/47. Pay at Rs. 695/- p.m.
" 24/4/48. 740/- p.m.
" 24/4/49. 785/- p.m.
" 24/4/50. 830/- p.m.
" 24/4/51. 875/- p.m.
" 24/4/52. 920/- p.m.

2/ In view, however, of the fact that his pay remained to be regulated in the prescribed scales since 24/4/47 and that Shri Mohite was not allowed to draw pay above the Efficiency Bar stage in the Revised Scales when he was normally due to cross that stage orders of Govt. are solicited as to how his pay and increments should be regulated from time to time commencing from 24/4/47. Shri Mohite is due to retire from service from 28/1/53 and it is therefore requested that orders may kindly be issued early.

Yours faithfully,

H. V. J. J.

Asstt. Accounts Officer.

MDK. 17/12.

28/12/2011

E23/12

✓

7. F.

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$S = 158 \frac{1}{2}$

123426

Enf. Kabin
22/12/2

E

22 72 32

E. Dr.

p 65

The A.G. in his letter under disposal has raised the point as to how the pay of Shri K.J. Mohite, tempy. Ex. Engr., Belgaum Dn., may be regulated in the Ex. Engr's scale. The A.G. has given the details of service and pay of Shri Mohite.

2. Shri Mohite holds a permanent substantive appointment of Asstt. Engr. in the B.S.E, Cl. II, in the scale of Rs. 250-20-390-E.B.-20-550-E.B. 20-750. He was promoted as offg. Ex. Engr. with effect from the 24.4.47 in the scale of Rs. 510-30-660-E.B.-40-1,020. Subsequently in 1948 he has been appointed as tempy. Ex. Engr. after selection by the Bombay P.S.C. He has been continuously working as Ex. Engr. with effect from the 24.4.47. At the time of his apptt. as offg. Ex. Engr. his substantive pay as Asstt. Engr. was Rs. 650/- p.m. On promotion he was, therefore, given a pay of Rs. 660/- p.m. (Next higher stage) in the post 1931 Ex. Engr's scale mentioned above and his pay has been continued to be regulated in that scale. It may, however, be stated that in the general revision of pay scales this scale has been revised to Rs. 500-30-650-E.B.-45-1100 with effect from the 1.1.47. As stated by the A.G. Shri Mohite ~~is not~~ is not entitled to retain the old (post 1931) pay scale for Ex. Engrs. and his pay is required to be regulated in the revised ^(prescribed) scale of Rs. 500-1100. This has, however, remained to be done and Shri Mohite's pay continued to be regulated in the post 1931 scale of Rs. 510-1020. In ~~order~~ ordinary course the A.G. would have adjusted Shri Mohite's pay in the revised ^(prescribed) pay-scale for Ex. Engrs. but for the fact that Shri Mohite was held up at the efficiency bar at Rs. 660/- in the post 1931 scale of Rs. 510-30-660-E.B.-45-1020 which he was due to cross on the 24.4.48, ~~as he was not considered fit to cross the same~~ vide G.L.No.S 158/1/5881-E(I).

Page 18 of
Sept 68No. 6567/33-1
D. 6-7-48Shri D
eng. 7/48

the 2.4.49. He was allowed to cross the efficiency bar in question with effect from the 24.4.50 and draw pay at Rs.740/- p.m. with effect from the same date, i.e. at one stage higher in the time scale, - vide G.Ls. No.158/1/2028-E(I), dated the 10.4.50 and No.S-158/1/40247-E(I), dated the 10.8.50. Accordingly his pay in the post-1931 scale has been regulated as under:-

<u>Date.</u>	<u>Pay Rs.p.m.</u>
From 24.4.47	660/- ✓
" 24.4.50	740/- ✓
" 24.4.51	780/- ✓
" 24.4.52	820/- ✓

- As stated above Shri Mohite is not entitled to retain the post 1931 pay scale and his pay is required to be regulated in the revised (prescribed) scale of Rs.500-1100 as indicated by the A.G. at 'A' in para.1(ii) of his letter under disposal as shown below :-

<u>Date.</u>	<u>Pay Rs.p.m.</u>
From 24.4.47	695/-
" 24.4.48	740/-
" 24.4.49	785/-
" 24.4.50	830/-
" 24.4.51	875/-
" 24.4.52	920/-

It may however be stated that if Shri Mohite's pay is regulated in the revised scale the effect of his being held up at the efficiency bar in the post 1931 scale is nullified but this cannot, it appears, be helped because according to the rules he is entitled to the revised pay scale and regulation of his pay in that scale. If his pay had been regulated in the revised (prescribed) scale for Ex.Engrs. the question of his crossing the efficiency bar would not have arisen. In the circumstances it appears that Shri Mohite's pay will have to be regulated in the revised (prescribed) scale of Rs.500-1100 as indicated at 'B'

S-158/123426

above. The papers may be refd.u.o. to the F.D. and the P.& S.D. for their concurrence.

Ref
12-15-53

DS

158
16-1-53

C.E. (REB)

Unit A'

C.E. (I)

17-1-53

Secy.

2
20-1-53

WHD

207

WHD + P.S.D

✓ W.O. to the F.D. dated the 21-1-53
P.S.D.

11/11/53

F.D.
Br VIII

VII for
11/11/53

1-53

Seen and passed on to (in Pasg)

21/1

23/1/53

10

4

14.2.53

POLITICAL AND SERVICES DEPARTMENT	
File No.	PM S-158/1
	17 FEB 1953
Serial No.	C-855

21353

Through S.C., please.

4
21-2-53

14/2/53

16/2/53

WHD + P.S.D. dt. 16-2-53

$$\frac{111}{182.53}$$

ln 98253

As

Ink to Ink de 1962

ER

P. 32.

P. W. D.
File No. S. 15871
Serial No. 20421

Inkester EP
 201 — 19/2/11
 80% A

No. 9810/36 I it will be observed
that the grant of higher starting
pay was confined to the temporary
officers who were recruited
from outside the Dept. i.e.,
to the non-Departmental persons.

~~Accordingly~~ The pays of the Departmental persons were to be regulated according to the B.C.S. Rs.

Shm'

8/11/71
CIT
in P.R. w/ 121
PL has in 2
to a rep from 7 May
can't Exp. for
consult Amish
RHS
20-2 170

51587/1/20421.

Shri Mohita was permanent Asst. Engr.
in the B&E, Class II, and was off as En Engr
prior to his appt as Temp. En Engr. His
pay was therefore to be regulated under B&E
and (it appears from the H's letter on page 65 and
it will be seen that it was so regulated.
3. The papers may be referred back to the

1852

28-2-13

D.S.

Dup 183

60 6442 U.S. in the P & S D. (with
9810/36) 2 4 - 3.5

ciA
11-1-12135

POLITICAL AND SERVICES
DEPARTMENT
File No. P.W. S-158/1
4/12/1953
D
Serial No. C-1164

E2/3
P. W. D.
File No. S. 158/1
27323

apfl
En
6/6/4

6/6/4
53.53

Persons may agree to us
proposed in W.P.S. note at
pp 67-69 and
the pp may be referred back to

5/5/13

up.

11/1

515871/20421.

1852

BH
28-2 TB

Aug 185

DS.

① 4 - 3.53
12.55

POLITICAL AND SERVICES
DEPARTMENT
File No. *PW S-158*
4 MAR 1953
D
Serial No. *C-1164*

P. W. D.
File No. S. 158/1
27323

af

Ed

6/5/17

10

Q No
5.3.53

2022/5/3/83

9. $\frac{1}{2} \text{ cm} (57 \mu\text{m})^2$

EBr

P.P.D.

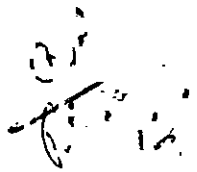
Submitted with ref. to the
office note dated the 12-1-53. pp 67-68

2. The F.D. and the P. & S.D. have
pp 69 & 71
agreed to our proposal. The drafts
put up for approval may issue.

BBH
11-3-53

Approved - D.S.

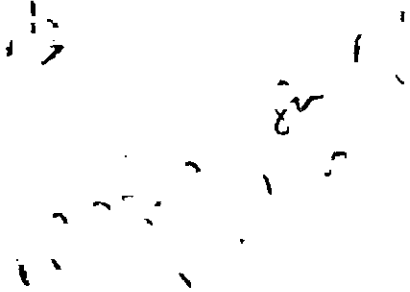
WNP
15/3

sup. 

Qm
16/3/53

M.P.W.D.

WNP
15/3



Letter

No. S 158/1/27323 E.

P. W. D.,
Bombay Castle (Bombay No.1)
19~~th~~ March 1953.

To

The Accountant General, Bombay (through the F.D.):

Subject: Pay of Shri K.J. Mohite, retired
tempy. Ex. Engr.

...

Refce; Your letter No., G.V.BSE/4867, dated the
20-12-1952. *p 65*

p 53
4/63.
2. In modification of orders in Govt. Letters,
- P.W.D. No. S.158/1/20285, E (I), dated the 10th
April 1950, and No.S-158/1/40247 E (I), dt. the 10-8-50,
Govt. is pleased to direct that the pay of Shri K.J.
Mohite, retired tempy. Ex. Engr., should be regulated
in the prescribed pay-scale of Rs.500-30-650-E.B. 45-1100
according to the B.C.S. (R. of P.) Rules 1948, as
shown below:-

Date....

<u>Date</u>	<u>Pay Rupees p.m.</u>
From the 24-4-47	695
" 24-4-48	740
" 24-4-49	785
" 24-4-50	830
" 24-4-51	875
" 24-4-52	920

By order and in the....etc..

Dy. Secy. to the Govt. of Bombay,
P. W.D.

D.A.-Nil

Copy forwarded to -

the P. & S.D.,
the F.D.,
the S.E., S.C.,
the Ex. Engr., Belgaum Dn.,

for information.

ka.11/3/53.

Handwritten notes and signatures:
19/3/53
Shri G. (Rev)
17/3/53

Handwritten signature and date:
11-3-53

Letter.

No.S 158/1/27323 ॐ.

Public Works Department,
Bombay Castle (Bombay No.1),
19th March 1953.

To

The Accountant General, Bombay.
(Through the Finance Department).

Subject: Pay of Shri K.J.Mohite, retired
temporary Executive Engineer.

....

Reference: Your letter No.G.V.BSW/4867, dated the 20th
December 1952.

2: In modification of orders in Government Letters, Public
Works Department No.S.158/1/20285 ॐ(I), dated the 10th April 1950
and No.S-158/1/40247 ॐ(I), dated the 10th August 1950, Government
is pleased to direct that the pay of Shri K.J.Mohite, retired
temporary Executive Engineer should be regulated in the pres-
cribed pay-scale of Rs.500-30-650-ॐ3-45-1,100 according to the
Bombay Civil Services (Revision of Pay) Rules 1948, as shown
below :-

Date.	Pay Rupees per month.
From the 24th April 1947	695
From the 24th April 1948	740
From the 24th April 1949	785
From the 24th April 1950	830
From the 24th April 1951	875
From the 24th April 1952	920

By order and in the name of the Governor
of Bombay,

(Signature)

o/c.

-(A. D. Telang.)

Deputy Secretary to the Government of
Bombay, Public Works Department.

2/1/53

D.A.-Nil.

Copy forwarded to -

the Political and Services Department,
the Finance Department,
the Superintending Engineer, Southern Circle,
the Executive Engineer, Belgaum Division,

for information.

*no stamp to P.S.D.
F.D.*

AG/19.3.

